



# Negotiating Committee Profile

- Kelly Ison (CLT)*  
*Chairman, Negotiating Committee*
- Robert May (PIT)*  
*Member, Negotiating Committee*
- Ron Nelson (PIT)*  
*Member, Negotiating Committee*
- Jeff Tokash (PIT)*  
*Member, Negotiating Committee*
- Phil Carey (PIT)*  
*Notetaker, Negotiating Committee*

At the fourth quarter meeting, the US Airways MEC interviewed applicants for the Negotiating Committee. On November 17, 2000, the MEC re-elected Kelly Ison and Phil Carey. The MEC also elected three new members to serve on our Negotiating Committee: Ron Nelson, Jeff Tokash, and Rob May.

Here is a brief biography of the newly elected Negotiating Committee:

- Kelly Ison (Negotiating Committee Chairman)  
Kelly, an F-100 Captain, was hired by Piedmont Airlines in 1987. His ALPA committee experience includes serving on the Negotiating Committee from 1994 to the present, the Communications Committee from 1992 to 1994, and the Scheduling Committee from 1987 to 1989. He has also worked on several special project groups, including Chairman of the Small Jet (SJ) Study Group, Chairman of the Regional Jet (RJ) Task Force, Team Leader for the US2 Task Force, Vice Chairman for the Strategic Scenarios Planning Group, the Satellite Lines Task Force, and the Scope Review Committee, among others.
- Phil Carey (Negotiating Committee member, Note taker)

Phil was hired by USAir in January of 1985 and is currently a PIT-based B-737-3/400 Check Airman. Phil has served his fellow pilots in the Training Department for the past eight years. Phil's ALPA experience includes ALPA Safety Committee member while employed by Continental Airlines, Group Leader of a Family Awareness group during the 1997 contract negotiations, and Negotiating Committee member since October 1998.

- Ron Nelson (Negotiating Committee member)  
Ron was hired by USAir in August of 1984 and is a PIT-based B-737-3/400 pilot. Ron's ALPA experience started in 1994 and includes working with the Scheduling Committee, Acting Chairman of the 1997 Reserve Scheduling Task Force, USAir pilots representative at the National Scheduling Conference, member of the Contract study group, and working on various special projects for US Airways ALPA.
- Jeff Tokash (Negotiating Committee member)  
Jeff was hired in September 1987 and is currently a PIT F-100 pilot. Jeff's ALPA experience started in 1988 working on

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the Contract Hotline. In December of 1990, he was elected as the First Officer Representative for Council 94 and served in that capacity until the end of February of 1999. He was the Council 94 Grievance Committee Chairman from July 1999 until his election to the Negotiating Committee.

- Rob May (Negotiating Committee member)

Rob was hired in January 1990 and is a PIT-based Airbus pilot. He was furloughed in January 1991 and went to work for Ryan International as a DC-9 pilot. Upon furlough from Ryan, Rob secured employment with Morris Air in Salt Lake. Rob was involved in merger-related activities at Morris as a result of Southwest's 1994 purchase of Morris Air. Since returning to US Airways from furlough, Rob has been active in furlough, longevity, and 401(k) issues.

The Negotiating Committee is comprised of five pilots elected by the MEC. The Committee receives its direction and authority from the US Airways MEC. The MEC, in turn, receives its guidance from the pilot group. Once the Negotiating Committee receives an MEC charging resolution, the work just begins. Background, comparison, and technical research must be accomplished so that opening positions may be formulated prior to any contact with management.

The Negotiating Committee is then responsible for assembling all the necessary pieces of the puzzle and combining them into a workable proposal. To assist in this undertaking, the Committee has an enormous pool of talent and resources to draw from:

### **ALPA International**

ALPA's full-time staff and its various departments such as Retirement and Insurance, Economic and Financial Analysis, and Communications, can research and advise on practically any area in which we need assistance. ALPA's Representation Department provides legal and negotiating expertise.

### **Jeffrey Small**

The US Airways Contract Administrator, Jeff Small, assists us on a daily basis. Jeff is based at the PIT MEC Office where he serves as the Senior Contract Administrator assigned to the

US Airways MEC. He has been employed by ALPA since 1974. Prior to moving to Pittsburgh in 1989, he was based in the Chicago Contract Administration Office. During his 26-year career with ALPA, he has performed representational services (negotiating contracts, handling grievances and arbitration hearings, and representing pilots before Federal agencies) for union members at 41 airlines. He now works for the US Airways MEC exclusively, primarily assisting the Negotiating Committee. He serves as our general advisor and primary draftsman.

Jeff is a graduate of the University of Michigan Law School and previously attained a Bachelor of Science Degree from the Cornell University School of Industrial and Labor Relations. Jeff also currently serves as the Regional Vice President of the NTSB Bar Association.

### **Jeff MacDonald**

Jeff is the Senior Collective Bargaining Coordinator and the newest addition to ALPA's staff. He is our professional negotiator. He brings to his position over 30 years of experience in contract negotiations and collective bargaining. He comes to ALPA from the National Mediation Board, where he served as Assistant Chief of Staff. In this capacity, he was responsible for developing and managing the Board's Interest Based Bargaining program, as well as mediating contract disputes in the airline and rail industries.

Prior to joining the NMB, Jeff served as Deputy Director of the George Meany Center for Labor Studies, the AFL-CIO's staff and officer training and education center. In addition to his administrative responsibilities, Jeff spent much of his time training union leadership in the craft of negotiating labor agreements. It was in this capacity that Jeff first began working with ALPA in developing and teaching ALPA's Contract Negotiations Seminar.

Before joining the staff of the George Meany Center, Jeff served as Assistant Research Director and Senior Negotiator for the Allied Industrial Workers International Union. He specialized in bargaining employee benefit issues and served as union trustee on several jointly trusted retirement funds.

Early in his career, Jeff was an Associate Professor with the graduate faculty of the School of Labor Industrial Relations, Michigan State University, and is the author of *Pension Bar-*

gaining—*A Handbook for Union Negotiators*, published by Bureau of National Affairs Press.

### **Glanzer & Co.**

Glanzer & Co. is an investment banking firm that specializes in providing financial and strategic advice to unions. The principals of the firm have worked for the US Airways MEC and pilot group for several years, in addition to other unions. The firm's efforts are directed toward protecting pilot interests. The overarching theme of the firm's efforts is to help further the goals of the pilots in preserving and protecting employment and compensation/benefits, and creating additional financial value for the pilots through the application of sophisticated corporate finance techniques. The firm has provided securities market, business and other financial advice to assist the MEC in its decision making; structured vehicles designed to enhance pilot compensation; and created securities to provide pilots with additional leverage in acquisitions.

### **Michael E. Abram-Cohen Weiss & Simon LLP**

The firm of Cohen, Weiss and Simon LLP, based in New York City, has been ALPA's general counsel law firm since the 1940s. The firm represents numerous major national and local trade unions and retirement plans in the fields of transportation, industry, health care, and entertainment. As general counsel to ALPA, CWS provides services in the areas of collective bargaining, strategic planning, litigation, grievances, employee ownership and stock option plans, issues related to retirement plans, governing body and MEC counseling and training, union governance, parliamentary procedure, and compliance with Federal labor legislation. The firm works intensively with ALPA's officers, MECs, governing bodies, and professional staff in the Representation, Legal, Retirement and Insurance, Communications, Governing Bodies, Air Safety, and Government Affairs Departments.

Mr. Abram is the firm's lead partner for the US Airways MEC. A graduate of Harvard College and Harvard Law School, Mr. Abram has practiced labor law for 30 years, including 28 years with CWS, and is a Fellow of the College of Labor and Employment Lawyers. He is also a Senior Editor for the *Railway Labor Act* treatise published by the Section on Labor and

Employment Law of the American Bar Association.

He is a member of the New York and District of Columbia Bars and of the bars of the U.S. Supreme Court and several U.S. Courts of Appeals and U.S. District Courts. Mr. Abram and other CWS attorneys represented ALPA in the successful battle to establish the employment and seniority rights of the United Airlines "570" following the 1985 United pilot strike, as well as the United employee buyout/ESOP effort. He has participated as an advisor and member of the negotiating team in several US Airways and other negotiations.

Most recently, Mr. Abram and CWS partner Michael Winston served with the ALPA negotiating team for the industry-leading United pilot contract. They are currently working with the ALPA Delta negotiating team on job security issues, and as advisors to the Delta MEC for strategic planning and related matters. Mr. Abram is currently working with the US Airways MEC on the Parity Plus One Percent review, as well as job security, stock option, and strategic planning issues.

### **Current issues**

Since November 17, 2000, the Negotiating Committee has been busy with indoctrination training involving the numerous current issues, as well as past contract history and background. The Negotiating Committee is involved in a list of projects to protect and enhance our careers. The following is a review of some of these issues:

#### **Additional job security**

This proposed Letter of Agreement (LOA) was developed to enhance the no-furlough clause to include all pilots on the US Airways seniority list and to get longevity credit for pilots who were furloughed.

The current US Airways Pilot Working Agreement provides that no pilot on the seniority list as of January 1, 1998, will be furloughed. Over 1,100 pilots who were hired after this agreement are not protected by this language.

James E. Goodwin, CEO of United Airlines, has publicly guaranteed the jobs of all employees of both airlines for a two-year period from the date of the acquisition. Just recently, Rakesh Gangwal assured MEC Chairman Chris Beebe that all US Airways pilots would be offered jobs with United Airlines. Although we are pleased with this commitment, we are insisting that

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management do the right thing and put that public promise in contract form so there will be no question about its enforcement.

In addition, we propose that pilots on the US Airways seniority list receive seniority and longevity for pay, vacation, sick leave, passes, and retirement purposes from the date the pilot first reports, or reported, to the Pilot Training Program of the Company or its predecessor airline companies, including all time within the period of furlough for pilots who return from furlough. This change would put US Airways more in line with recent industry developments.

**Late night scheduling calls**

This LOA is complete. The Company will refrain (at pilot option) from attempting to contact a pilot between the hours of 2400 to 0600. This will soon be implemented on a trial basis.

**Retirement benefit calculation and distribution**

This proposed LOA is to distribute a pilot's lump sum retirement benefit on the pilot's retirement date.

**MetroJet charters**

This proposed LOA is complete and is awaiting final language from the Company. It will pay any MetroJet trip that contains a charter flight at mainline pay rates.

**Short duration TDY**

This proposed LOA would make the process for posting and awarding short duration TDY more efficient.

**Hotel selection and coordination of the Crew Accommodations Committee and the Travel Services Department**

This proposed LOA is designed to require the Company to work more closely with ALPA to maximize the value and quality of the hotels, and to transfer the Travel Services Department to the Flight Operations so that they are more responsive to the pilots.

**Block hour growth commitment**

This proposed LOA would capture the block hours associated with the aircraft that were scheduled for delivery to US Airways prior to the announcement of the proposed United Airlines merger.

**Enhanced pilot-only 401(k)**

This is pursuant to a provision in LOA 75 for a pilot-only 401(k) program. On January 1, 2001, the pilots' 401(k) money was segregated into a separate account. That LOA also provides for additional enhancements to be effective by March 1 of this year.

**Senior Check Airman line rotation**

The Senior Check Airmen requested this proposed LOA to rotate to the line three months out of every year, just like the regular Check Airmen. Even though the Senior Check Airmen are rotating, they are still responsible for their duties. The proposal would allow the Senior Check Airmen to fly at least three days per month to maintain currency while still attending to their daily duties.

**Early Retirement Incentive Program**

This proposed LOA would achieve additional retirement enhancements no less favorable than LOA 46.

**Proposals under development**

**MetroJet pay at Group 2**

The MEC passed a resolution asking for MetroJet pay at Group 2 rates. This is due to the potential lack of stock options available for MetroJet pilot compensation after the proposed acquisition.

This problem is a result of management's decision to sell our airline. And since management is selling the airline, our Contract requires that all remaining Options become due and vested. That was a part of the job security protection in the Contract to ensure that the help we gave the company went to build our airline instead merely packaging it to sell.

**A321 flying paid at Group 1**

The MEC is also asking for all A321 flying to be paid at Group 1 rates, the equivalent of B-757 flying. Since Airbus produced the new A321 IGW, that airplane is now capable of flying similar missions to the B-757. Now United has decided to sell B-757s to American as a by-product of the proposed US Airways/United merger.

If unchanged, this will produce a "back door" pay cut as B-757 flying is replaced by the lower paying A321. This would be a concession that ALPA has not agreed to in negotiations. Raising the A321 to Group 1 would produce pay rates that were agreed to for that type of flying.

**Vacation rebid**

This would require the Company to put out to bid vacation that comes available from pilots who fly back vacation.

The Negotiating Committee is also working with the Merger and Parity Revue Committees to provide them with any assistance they need.

**About the announced merger**

We want to be clear about one thing: merging the two airlines was a decision made by United and US Airways managements. While the pro-



posed merger may eventually benefit the employees and customers of the respective companies, the United and US Airways labor groups were not consulted. This is often (but not always) the case in transactions of this magnitude.

The US Airways MEC has directed the Negotiating Committee to secure additional contract language that would protect all of our pilots in a merger, just as the United pilots have achieved with their management.

Further complicating matters could be a conditional approval from the DOJ that might include restructuring the original deal to include a possible sale of additional assets. Fragmentation scenarios (selling of our assets), while not pleasant, are issues we must examine and be

prepared for in the event we should be faced with them.

Every member of the Negotiating Committee is committed to working diligently and tirelessly for the interests of all US Airways pilots.

How can you help? Remember that you are the Union. The MEC and Negotiating Committee draw their strength from you. Defend your contract by knowing and abiding by it. Don't be intimidated into violating your Contract. Attend LEC and MEC meetings whenever possible, and WEAR YOUR ALPA WINGS.

